DIGGING DEEPER INTO ARTISANAL & SMALL-SCALE MINING:

GENDER & WOMEN’S ECONOMIC EMPOWERMENT

Convened by the USAID Land and Urban Office

May 27, 2020
WELCOME TO THE WEBINAR

Kimberly Thompson
Natural Resource Governance and Conflict Advisor, USAID E3/Land Team
BEFORE WE BEGIN…

Recording will be online after the webinar

Use the chat pod to ask questions for the panel or for tech issues
AGENDA

Opening Remarks

Jeffrey Haeni
Acting Deputy Assistant Administrator
Economic Growth, Education & Environment (E3)
Bureau, USAID

Moderator

Kimberly Thompson
Advisor, USAID E3/Land Team

Panelists:

Joanne Lebert
Executive Director, IMPACT

Jocelyn Kelly,
Director, Gender, Rights, and Resilience,
Harvard Humanitarian Initiative (HHI)

Nathalia Rocio Mendoza Baron,
Gender Coordinator,
Alliance for Responsible Mining (ARM)
Opening Remarks

Jeffrey Haeni
Acting Deputy Assistant Administrator
Economic Growth, Education & Environment (E3) Bureau, USAID
OPENING REMARKS

ASM AND WOMEN’S ECONOMIC EMPOWERMENT

Jeffrey Haeni
Acting Deputy Assistant Administrator E3,
USAID
USAID INVESTED $140 MILLION IN ASM
2014-2020
ASM & Women’s Economic Empowerment

Women in ASM

- 30 – 50% of ASM workforce
- Earn significantly less
- Face additional barriers including gender based violence

W-GDP and USAID’s RISE Challenge can address some of these issues
EXPERT PANELISTS

Joanne Lebert
Executive Director
IMPACT

Jocelyn Kelly
Director, Gender, Rights, and Resilience
Harvard Humanitarian Initiative (HHI)

Nathalia Rocio Mendoza Baron
Gender Coordinator
Alliance for Responsible Mining (ARM)
Joanne Lebert

Executive Director, IMPACT
Digging Deeper:
Strategies for advancing WEE & Gender Equality in Artisanal Mining
Introducing: **IMPACT**
Formerly Partnership Africa Canada (PAC)
Established in 1986

**MISSION**
We transform how natural resources are managed in areas where security and human rights are at risk. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an independent non-profit, collaborating with local partners for lasting change.

**VISION**
We envision a world where resources contribute to equitable peace and development, and where communities are empowered to decide how their natural resources are managed.
Research

Women in the Artisanal Gold Mining sector in the DRCongo (2012-2014)

GrOW Research (DRCongo, Uganda, Rwanda) (2015-2018)

SSHRC Research – Advisory Role (Kenya-Sierra Leone-Mozambique) (2015-2020)

Why ASM is a gender issue

Women are ACTIVE in sector
- 41m people directly engaged in ASM globally;
- min. 30% of workforce are women (World Bank 2019); 23-73% GrOW research (3TG)

Gender Inequality
  - Assets (mine sites, pits, equipment)
  - Income (unequal price paid, direct access to ore, not organized to sell)
    - 15% of women vs. 62% of men are ‘diggers’ – a higher paying job
  - Leadership (less access to decision making)
  - Production (unequal division of labour)
  - Time (unpaid work, childcare and household management)

Gender inequality underpins vulnerabilities & inequalities faced by women and girls.

Gender Inequalities exacerbated in ASM sector that is:
  - Poverty driven & occurs largely in informality
  - Potentially or relatively lucrative and so also prone to predation, especially in conflict-affected areas
Why ASM is important for women
Women consistently earn more in mine sites than outside mine sites in DRC, Uganda and Rwanda (3TG).

Table 6
Average Monthly Earnings (USD, 2015) by gender and country.

Table 6: Average Monthly Earnings (USD, 2015) by gender and country

- While 58% of women are the main contributors of income for their dependents.
  - Underscores importance of gender in FORMALIZATION of the ASM sector and supply chain DUE DILIGENCE/ RBC
Why women are key to successful formalization & RBC/due diligence

Why not simply take women out of sector?
Why not support alternate livelihoods?
➢ Women want to mine
➢ Further marginalization:
   • Increased dependence on male counterparts
   • Exclusion from status & cash / decision making access

It's about safe working conditions and choice!

Formalization/responsible production & trade

Data shows that women:
➢ Are more loyal to legality, due diligence, traceability
➢ Have slower rates of disengagement in times of insecurity
➢ Tend to be more committed to environmental stewardship

They are key to transforming the sector into a vector for development
And yet…

Because women’s mining work tends to be invisible, devalued, limited or altogether excluded seemingly NEUTRAL INTERVENTIONS can have negative impacts and further entrench gender inequality and make women even more insecure ESPECIALLY in conflict settings.

Example 1 Formalization: licenses or grouping miners into cooperatives

Example 2 Responsible business conduct: pricing

Gender needs to be placed at the centre of design, implementation, monitoring & learning

TOOL: Gender Assessment Tool (policy, law and governance; technical assistance) (2015-2020)
Transforming gender bias...

AFECCOR : Artisanal Women’s empowerment Credit & Savings project (2017-2020) DR Congo

GrOW Research results validated; policy recommendations developed (2015-2017)

Women of Peace (WPS UNSCR 1325) (Since 2019) DR Congo, Uganda, Zimbabwe

TOOL : Gender Assessment Tool (policy, law and governance; technical assistance) (2015-2020)

REAFFECOM Network for the Empowerment of Women in Mining Communities (Since 2018) DR Congo

Consciousness Raising → Resilience (Economic) → Social Cohesion → Conflict Prevention → Resilience (vs Insecurity /Shocks) → Investment from Survival to Solidarity to Resilience & Investment in Future
Key metrics: Gender Equality
Closing the gender gap in artisanal gold mining tasks

Closing the gender gap
Monitoring progress:
Women’s Economic Empowerment in ASM (DRCongo)

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What are we learning by doing?

When efforts to support ASM are DEVELOPMENT-LED & centre WOMEN’s EMPOWERMENT

➢ Formalization, responsible production & trade are more lasting and benefit more people

➢ Communities are more resilient, tending to keep worst forms of violence at bay (incl. SGBV).
Jocelyn Kelly

Director, Gender, Rights, and Resilience, Harvard Humanitarian Initiative (HHI)
RESOURCE-FUL EMPOWERMENT
ELEVATING WOMEN’S VOICES FOR HUMAN AND ENVIRONMENTAL PROTECTION IN CONGOLESE SMALL-SCALE MINING SITES

Action pour la Sauvegarde de l’Enfant et de la Femme Abandonnées (ASEFA) leading consortium of partners, including: IFEDD, SOFEDI and HHI

Annie Sinanduku Mwange, Director of ASEFA
Mariana Chibalonza Bwema, Director IFEDD
Viviane Maramuke, Director IFEDD
Dr. Jocelyn Kelly, Director of the Program on Gender, Rights and Resilience, Harvard Humanitarian Initiative (HHI)
DRC Context

- Conflict-affected environment
- Multiple types of minerals
- In a country wracked by decades of war, ASM provides revenue to 16% of the population in DRC
- 40-50% of the population working in ASM are women
- Women choose to work in this sector because it provides unique opportunities
  
  ….but also carries the risk of discrimination, exploitation and abuse
Challenges

- Only 17% of women in mining towns think they have the right to work as miners
- 1 in 7 women were forced to trade sex to access work in the mines
- 1 in 3 women stated they had experienced sexual harassment in the mines
- Only 1 in 4 women had ever discussed abuse or harassment with other women
YET.....

- Women’s right to work in mining towns without exploitation or abuse is enshrined in Congolese law and in the National Mining Code.
- And women stated that self-organizing and connecting with other women was one of the best ways to address problems in mining towns.
Path forward….

- Provide technical assistance in the modernization of ASM
- Engage in education around mining code and rights
- Strengthen the capacity of local associations to advocate for their own rights
- Promote grass-roots inclusive economic cooperatives
RESOURCE-FUL EMPOWERMENT PROJECT:
ELEVATING WOMEN’S VOICES FOR HUMAN AND ENVIRONMENTAL PROTECTION IN CONGOLESE SMALL-SCALE MINING SITES
Our Approach

This project will allow the women-led organization, ASEFA, to lead a consortium of women’s organizations across three provinces (North Kivu, South Kivu and Maniema) to empower women in mining towns to advocate for better environmental practices as well as improved human rights.
Our Approach

- Create relevant, sensitive and evidence-based learning materials (the “Resource-ful Empowerment” teaching kit)
- Human-centered approach
  - peer-to-peer learning and training of trainers
  - training is cost-effective, sustainable and replicable
- Rigorous and adaptive programming model
Evaluation of 2 approaches:

Group 1
- Classic approach to teaching
- Present modules in succession

Group 2
- Same topics
- But strong emphasis on the connections among people and between people and the environment
- Hypothesis: the “interconnectedness” approach may be more effective than the classical approach
Nathalia Rocio Mendoza Baron
Gender Coordinator, Alliance for Responsible Mining (ARM)
Gender perspective in artisanal and small-scale mining
27 May 2020
Women in ASM

Artisanal activities in the mining sector

Small-scale mining coops and companies
Progressive gender transversalization in Artisanal and Small-scale Mining

To include miners in different development stages we propose a **progressive improvement approach**. We know that the correct incorporation of the **gender approach requires a cultural transformation**.

for miners starting their formalization process

for more advanced mining organizations
Gender gaps in mining: Colombian ASM from a gender perspective

- Sector-wide analysis of gender gaps in mining.
- Identified discrimination women face.
- Gender stereotypes and imaginary differ from place to place.
- Somos Tesoro project (USDoL, led by Pact)

Study on gender gaps (spanish)

ARM´s strategies based on research: economic empowerment, political empowerment and visibility, and achieving a life free of gender violence
Economic empowerment

Connection with formal markets for artisanal miners

- Improving work conditions and prices through formalization and market connection (EPRM)

Diversification of income sources

- MACDESA: mineral selectors make uniforms for miners (initiative funded with Fairmined Premium)
- CECOMIP: jewelry workshop for women who used to do processing with mercury (US Dept of State/Colorado School of Mines)
- Fish ponds, bakery, etc. (Pact in Somos Tesoro)

Video: Women mineral selectors testimonies from Colombia
Video: Female mineral collectors working in MACDESA, Peru
Political empowerment and visibility

- **Participation** in local, national and global policy discussions, events (Ford Foundation)
- **Exchange of experiences** between women of Suárez (Cauca) and Sogamoso (Boyacá), Colombia.
- “**Proudly women miners**” association: regional network of women coal mining professionals (Canada)
- **Communications** strategy to raise awareness
- **Gender policy** in mines
- Workshops on “**new masculinities**” with male coal miners

Achieving a life free of gender violence

**RISE Project** with MIT Lab and financed by USAID.
Thank you

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www.fairmined.org
Interested in learning more from USAID?

See our website: www.land-links.org
Or
Contact E3/Land Office at: landmatters@usaid.gov
Thank you